

# **Exhibit 3**

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**From:** jwells@TeamCenturion.com  
**Sent:** Tuesday, February 25, 2020 12:23 PM  
**To:** landew00.wl@gmail.com  
**Subject:** FW: Wes Landers  
**Attachments:** Notary Form for Employment Eligibility Verification.pdf

Here it is

**Jeffrey S. Wells, MBA**  
Regional Vice President



1593 Spring Hill Road, Ste 600  
Vienna, VA 22182  
Direct: 614-209-6209  
[jwells@teamcenturion.com](mailto:jwells@teamcenturion.com) | [CenturionManagedCare.com](http://CenturionManagedCare.com)

**From:** Tyrrell, Jennifer <jtyrrell@TeamCenturion.com>  
**Sent:** Monday, February 24, 2020 1:35 PM  
**To:** Wells, Jeff <jwells@TeamCenturion.com>  
**Subject:** RE: Wes Landers

Yes. If he is going to be in TN and not in GA on his first day, the Brenda will not be able to hire him into the system. We can do it from Corporate, but will need this document completed and returned to us prior. Do you want me to send it to him or would you like to do that?

**From:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 1:33 PM  
**To:** Tyrrell, Jennifer <[jtyrrell@TeamCenturion.com](mailto:jtyrrell@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

I must have missed something.

Notary form?

Jeff

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**From:** Tyrrell, Jennifer <[jtyrrell@TeamCenturion.com](mailto:jtyrrell@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 1:29 PM  
**To:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>; Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

My apologies. Yes, 3/1/2020 is when he can be hired into the system as long as I have the notary form back from him prior. Can either of you assist?

**From:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 1:24 PM  
**To:** Tyrrell, Jennifer <[jtyrrell@TeamCenturion.com](mailto:jtyrrell@TeamCenturion.com)>; Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

I entered 03/01/2020

Please advise

Jeff

**Jeffrey S. Wells, MBA**  
Regional Vice President



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**From:** Tyrrell, Jennifer <[jtyrrell@TeamCenturion.com](mailto:jtyrrell@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 1:18 PM  
**To:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>; Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

Hi –

Based on the OLRf, Wes Landers start date is 3/12/2020. He won't be in the system until his first day. If he will be in TN and not in GA on his first day, then it would be best for me to send him the Notary Form for him to get back to us. She won't be able to see him since he will be part of the GA contract.

Does this help?

**Jennifer Tyrrell, M.S., SHRM-SCP**  
Senior Director, Human Resources



1593 Spring Hill Road, Suite 600  
Vienna, VA 22182  
Direct: 703-245-9040  
Fax: 571-577-6007  
[jtyrrell@teamcenturion.com](mailto:jtyrrell@teamcenturion.com) | CenturionManagedCare.com

**From:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 12:52 PM  
**To:** Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>; Tyrrell, Jennifer <[jtyrrell@TeamCenturion.com](mailto:jtyrrell@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

Jenn

Can you assist here.

I have asked Brenda to assist in onboarding of Wes Landers, VPO in Georgia.

Please review the below email.

Thank you

Jeff

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Regional Vice President



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**From:** Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 12:50 PM  
**To:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Subject:** RE: Wes Landers

Do you know if they have issued him an employee id? I cannot pull him in Ultipro and I don't know if it is because he is not TN or they have not on boarded him. If you find out please let me know and I will get all ordered for him asap. Thanks

**Brenda Henderson**  
Executive Administrative Assistant



53 Century Blvd. Ste #150  
Nashville, TN. 37214  
Direct: 615-200-1070  
Cell: 615-714-9923  
Fax: 615-884-3011  
[BHenderson@teamcenturion.com](mailto:BHenderson@teamcenturion.com) | [CenturionManagedCare.com](http://CenturionManagedCare.com)

**From:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Sent:** Monday, February 24, 2020 11:42 AM  
**To:** Henderson, Brenda <[bhenderson@TeamCenturion.com](mailto:bhenderson@TeamCenturion.com)>  
**Subject:** FW: Wes Landers

Here you go

**Jeffrey S. Wells, MBA**  
Regional Vice President



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**From:** Wells, Jeff <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Sent:** Monday, February 17, 2020 5:05 PM  
**To:** HR Inbox <[hrinbox@TeamCenturion.com](mailto:hrinbox@TeamCenturion.com)>  
**Subject:** Fwd: Wes Landers

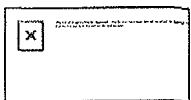
Please confirm your receipt.

Please direct all questions to me.

Thank you

Jeff

**Jeffrey S. Wells, MBA**  
Regional Vice President



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Vienna, VA 22182  
**Direct: 614-209-6209**

Begin forwarded message:

**From:** "Davis, JoAnn" <[jdavis@TeamCenturion.com](mailto:jdavis@TeamCenturion.com)>  
**To:** "Wells, Jeff" <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Cc:** "Wheeler, Steven" <[swheeler@TeamCenturion.com](mailto:swheeler@TeamCenturion.com)>  
**Subject:** FW: Wes Landers

Hi Jeff,  
On behalf of Steve, please find the approved OLRf for further processing thanks!  
j

**From:** Wheeler, Steven <[swheeler@TeamCenturion.com](mailto:swheeler@TeamCenturion.com)>  
**Sent:** Thursday, February 13, 2020 3:01 PM  
**To:** Davis, JoAnn <[jdavis@TeamCenturion.com](mailto:jdavis@TeamCenturion.com)>  
**Subject:** Fwd: Wes Landers

Steve

Begin forwarded message:

**From:** "Wells, Jeff" <[jwells@TeamCenturion.com](mailto:jwells@TeamCenturion.com)>  
**Date:** February 13, 2020 at 2:53:31 PM EST  
**To:** "Wheeler, Steven" <[swheeler@TeamCenturion.com](mailto:swheeler@TeamCenturion.com)>  
**Subject:** Wes Landers

Steve

Please indicate your approval and I will send forward to HR.

Thank you

Jeff

**Jeffrey S. Wells, MBA**  
Regional Vice President